

**CTA Contract Ratification
Language Summary**

1. **Regarding Compensation for the 2018-2019 School Year** (signed November 7, 2018) Agreement to pay eligible employees a Retention Supplement of \$850. Agreement to raise the supplement base by \$500 (to \$26,000). Agreement to meet no later than May 1, 2019 to look at the current budget and identify available resources that may be used for additional compensation.
2. **Regarding Health Insurance Benefits for the 2019 Insurance Plan Year** (signed August 30, 2018) Agreement to continue the existing Florida Blue plans. Agreement to increase the district contribution to health insurance premiums to \$6300.24. Agreement to a one-time contribution of \$750 to a Health Savings Plan to employees enrolled in Florida Blue plans 5180/81 and 5192/93.
3. **Concerning "Educational Emergency" Provisions of SB and "D" and/or "F" Schools** (signed August 30, 2018) Acknowledges the schools that are in Differentiated Accountability status for the 2018-2019 school year. Identifies St. Lucie Elementary and C. A. Moore as the schools in DA status. Acknowledges that the SLCTA contract does not limit principals in these schools from being provided the autonomy outlines in F.S. 4771.1012.28(8) and no changes to the existing contract are required.
4. **Regarding SIG 4 Master Teacher and Bonus Plan** (signed April 24, 2018) Establishes the Master Teacher/Coach position. Agreement on the bonuses for Master Teachers and for a Recruitment bonus at identified schools as required by the grant. Identifies St. Lucie Elementary and C. A. Moore as the schools covered by SIG 4 Grant.
5. **Regarding Union Reimbursement of Release-Time President Salary** (signed March 23, 2018) Agreement on cost and job sharing for April 2018 for new CTA/CU President. Agreement on full time release and union reimbursement for salary and associated costs beginning May 1, 2018 for new CTA/CU President.
6. **Regarding Best and Brightest Matching Bonus for Non-Classroom Teachers** (signed February 22, 2018) Agreement for one-time matching bonuses for non-classroom teachers ineligible for the \$800/\$1200 state funded Best and Brightest bonuses.
7. **Wellness Incentive Program 2018-2019 School Year** (signed February 22, 2018) Agreement regarding the funding of the Wellness Plan, employee eligibility to participate. Awards will be paid to either eligible HSA plans or as a supplement to employees on a non HSA plan.
8. **Regarding Experience Credit for DROP Retirees** (signed January 18, 2018) Agreement to remove the 5-year experience cap for DROP retirees. Agreement to award current DROP retirees with full experience credit.
9. **Regarding Early Release Days** (signed January 8, 2018) Agreement to reduce the number of Early Release days from 12 to 8. Agreement that there will be no principal directed protected

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planning time during the last 4 weeks of the school year (applies only to the official planning time.) Agreement on the Early Release day for 2018-2019 school year.

10. **Regarding Differentiated Accountability (DA) Bonuses; UniSIG** (signed January 8, 2018)
Replaces Letter of Understanding dated December 5, 2018 Regarding Differentiated Accountability (DA) Bonuses; UniSIG and adds that bonuses are in addition to any A+ and any Best and Brightest bonuses. Other language remains the same.
11. **Concerning Salary and Benefits – Holiday Bonus** (signed December 5, 2017) Agreement to provide a one-time holiday bonus payment of \$250.
12. **Regarding Differentiated Accountability (DA) Bonuses; UniSIG** (signed December 5, 2017)
Identifies schools in DA for the 2017-2018 school year. Agreement on grant funded bonus amounts and criteria for awarding bonuses.
13. **Concerning 2017 Hurricane Season** (signed September 20, 2017) Agreement regarding make-up days due to Hurricane Irma. Waives Articles IV, A and IV, G regarding number of work days. Agreement to adjust September 27, 2017, October 16, 2017, and October 27, 2017 to make-up 8 hours of instructional time. Agreement to allow Faculty Councils to revisit choice days of October 25, 2017 and January 24, 2017.